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12-6-2004

### 2004 December 6 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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**FACULTY SENATE AGENDA**  
**MONDAY, December 6, 2004**  
**2:45 PM Culp Forum**

NOTE TO SENATORS: Please share the Senate agenda, minutes, and any other enclosures with your colleagues prior to the scheduled meeting. Senate meetings are open to ALL faculty. Agendas, minutes, and attendance rosters are available on the Faculty Senate website at <http://www.etsu.edu/senate/>.

**AGENDA FOR SENATE MEETING**

**Call to Order:** President Stanley

**Approval of Minutes:** November 22, 2004

**Old Business:** Proposed changes in the Longevity Pay Policy for full-time temporary faculty who get tenure-track positions

**New Business:** Academic Vice-President Bill Kirkwood and Past Senate President David Logan will present and discuss proposed changes in Tenure and Promotion Policies.

**Announcements:**

**Please Note:** Next meeting Tuesday, January 18, 2005, Forum, 2:45 pm

*Please send information and notices of non-attendance to Kathleen Grover ([grover@etsu.edu](mailto:grover@etsu.edu) or 96672), Secretary, Faculty Senate 2004-05.*

**MINUTES – December 6, 2004**  
Faculty Senate – East Tennessee State University

<b>UPCOMING MEETING:</b> January 31, 2005 2:45 pm <b>Forum, Culp Center</b>	<b>FOLLOWING MEETING:</b> February 7, 2005 2:45 pm <b>Forum, Culp Center</b>
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*Present:* Bitter, Blanton, Breese, Burgess, Champouillon, Coates, Collins, Cornett, Davenport, Davis, Fisher, Grover, Littleton, Mackara, Morrow, Mozen, Nave, Patrick, Shafer, Shuttle, Silver, Stanley, Thewke, Wallace, Whitten,

*Excused:* Baryla, Chi, Jungkeit, Kelley, Mullersman, Schaller-Ayers, Zoggyie

*Absent:* Bennard, Daniels, Felker, Hayes, Li, Singh, Stone

*Guests:* Academic Vice President Bill Kirkwood and Past Senate President David Logan

**CALL TO ORDER:** With a quorum present, President Stanley called the meeting to order at 2:50 pm.

**APPROVAL OF MINUTES:** The minutes of the November 22, 2004 Senate meeting were approved.

**ANNOUNCEMENT:** President Stanley remembered former faculty member and Senator, and wife of Senator Paul Trogen, Natalia Trogen, who recently passed away. Our thoughts and best wishes are with their family.

**NEW BUSINESS:** Bill Kirkwood discussed the Tennessee Board of Regents' proposed changes in the Tenure and Promotion policies, stressing the need for ETSU's standards to meet or exceed those of TBR. Senator Bitter asked about the five-year requirement to apply for tenure with only one opportunity to do so. Kirkwood stated that the Board has eliminated the limitation to only one application but now requires five full probationary years. ETSU's committee on the policy changes supports early applications but limits them to only one per candidate. Kirkwood further explained that the TBR's earlier policy required five years of service in the discipline before promotion, but ETSU's committee wants to require six years in rank to prevent candidates from applying before they are tenured. Senator Collins asked how years of prior service would be credited for tenure. Kirkwood said that candidates could receive up to three years of credit, to be approved in writing at the time of hiring, but a faculty member could choose to discount the credit and apply later. Senator Bitter asked David Logan his opinion of the policy changes. Logan Replied that he felt the five- to six-year requirement was anachronistic; each

faculty member and the departmental chair should make the decision based on the faculty member's desires, needs of the department, and budget limitations. When Senator Mackara asked about exceptions to the Board's opposition to early applications for tenure or promotion, Kirkwood said ETSU's president would have to forward a recommendation for each exception to the Board. Shuttle inquired if ETSU's requirement for time in rank would make ETSU more or less competitive in acquiring new faculty members. Kirkwood said that all TBR schools are currently working on the policies, and it is hoped changes will not limit ETSU's ability to attract faculty.

Stanley asked about the change limiting promotion committee members to professorial rank. Kirkwood said the change was designed to extend departmental policy to the college level. The departmental policy is that, when feasible, faculty vote for promotion for colleagues only to or below their own ranks. He further explained that the new policy eliminates a chair's participation in the departmental evaluation of a candidate. It also ensures that members of a department cannot participate in discussions of or voting for members of their own departments on the college level so that the written record provides the information on which a candidate is judged. Collins said that the words "when feasible" must be included since University School and several departments do not have enough members at the professorial rank. Logan said that, according to legal counsel, "professorial rank" includes assistant and associate professors in such cases. Bitter asserted that since assistant and associate professors would be influenced by colleagues' tenure or promotion, they should also be able to vote on candidates' promotion to full professor. Kirkwood said that personal interests—one candidate's competition with another—could then lead to conflicts.

Stanley pointed out that whereas former policies have encouraged the development of teaching techniques, the new one adds the phrase "including development of online courses." She asked if all candidates would be—or could be—required to develop such courses since the wording justifies such a requirement. Kirkwood asked that senators comment in writing on the wording of such passages to eliminate ambiguity.

Bitter said that his college, education, faces major problems in applying the policies to faculty at University School because as stated they ensure no US faculty would be promoted. Kirkwood replied that it is up to the College to define criteria for US faculty. Logan pointed out that the Task Force on the policies worked on separating policies for two-year schools from those for four-year institutions; the College of Education may want to look at the requirements for two-year schools in establishing their criteria. Bitter asked if the College and US could write the University School standards as departments do. Kirkwood suggested that Bitter bring up the question within the college.

Stanley asked if there are any exceptions to TBR's definition of terminal degrees. Kirkwood said ETSU cannot determine Board policy, but Logan pointed out that ETSU did influence the Board's decision to accept professions' definitions of terminal degrees—for example, the MFA as the terminal degree

in art.

Senator Silver asked when the policy changes will take effect. Kirkwood said that new hires will be covered in May or June 2005. Those already hired may choose to be under either the old or new policy, though some of the new policy, such as criteria and the make-up of committees, will apply across the board.

Kirkwood asked that senators having comments about or suggestions for revisions in the policies send them to President Stanley for collation; Stanley will then forward them to him.

**OLD BUSINESS:** Senators Collins and Bitter stressed the need for consistency in the Longevity Pay Policy. If a faculty member teaches full-time for two years before entering a tenure-track position, he/she should receive longevity for those years. Bitter pointed out that the current policy requires a faculty member to teach five courses in each fall, spring, and summer term in order for the year to count towards longevity; he moved that the matter be tabled until we have the policy wording before us. His motion was seconded and passed.

**ANNOUNCEMENTS:** President Stanley announced that Andrew Slap of History will serve on the ad hoc committee evaluating Turnitin. Senator Fisher reviewed the Teacher Retirement Age and Insurance Eligibility and benefit statistics handouts he provided.

**ADJOURNMENT:** President Stanley adjourned the Senate meeting at 4:10 pm.

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*Please notify Kathleen Grover (grover@etsu.edu or x96672), Secretary, 2004/05, of any changes or corrections to the minutes. Web page is maintained by Doug Burgess (burgessw@etsu.edu or X96691).*